GOVERNMENT OF INDIA
PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS
LOK SABHA

STARRED QUESTION NO:211
ANSWERED ON:30.11.2016
Professional Approach in Governance
Azad Shri Kirti (JHA)

Will the Minister of PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS be pleased to state:

(a) the salient features of the National Training Policy;

(b) whether the general public dealing with the various Government departments is still not satisfied with the level of efficiency, transparency and conduct of Government servants despite operation of National Training Policy and if so, the reaction of the Government thereon; and

(c) whether the Ministry proposes to take further steps to develop professional approach in the functioning of Government Departments and also organise training programmes within the country and abroad so as to inculcate professionalism in them and if so, the details thereof?

Answer

Minister of State in the Ministry of Personnel, Public Grievances and Pensions and Minister of State in the Prime Minister's Office. (DR. JITENDRA SINGH)
(a) to (c): A statement is laid on the table of the House.

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STATEMENT AS REFERRED TO IN REPLY TO PARTS (a) TO (c) OF LOK SABHA STARRED QUESTION NO. *211 ASKED BY SHRI KIRTI AZAD REGARDING PROFESSIONAL APPROACH IN GOVERNANCE FOR ANSWER ON 30.11.2016

(a) The National Training Policy (NTP) was first articulated in 1996 through a set of operational Guidelines for development of the human resources of the Government. The Policy was revised in 2012 for empowering the civil servants with the skills, knowledge and behaviour required to meet the challenges and complex environment created due to enormous economic, social and technological changes, over the period, in the country and globally. The National Training Policy, 2012, inter-alia, provides for:
â€¢ Shift from rule based Personal Administration to competency based Strategic Human Resource Management (SHRM).
â€¢ Training for all civil servants to equip them with the competencies for their current or future jobs at the time of their entry into service and at appropriate intervals in the course of their careers.
â€¢ Actual improvement in performance of the civil servants as success indicator of training.
â€¢ Clear role of Ministry/Department to adopt a Systematic Approach to Training by appointing a Training Manager; Creating a Training Cell; developing Cadre Training Plans (CTPs) and Annual Training Plan; Allocating appropriate funds; induction training to new entrants and organization of "On the Job" and "In-house" training.
â€¢ Clear role for Training Institutions.
â€¢ Continued development of cadre of trainers on training techniques and in different sectoral and functional specialization.
â€¢ Continuation and strengthening of foreign training programme to provide exposure to civil servants to the global experiences and best practices.
â€¢ Allocation of 2.5% of salary budget for training purpose.
â€¢ Formulation of training policies by each State for its employees on the lines of NTP 2012.

(b) The satisfaction level of general public vis-Ã -vis efficiency, transparency and conduct of Government servant is based on a number of other factors besides training, such as, simplification of rules, use of e-governance, putting in place a suitable grievance redressal mechanism and other administrative reforms. Therefore, assessment of level of public satisfaction as an impact of National Training Policy, in abstraction, is not possible. Moreover, Department has not received any feedback from general public about the ineffectiveness of training.

(c) The need of training is constantly reviewed along with the need for various training programmes within the country and abroad with a view to dropping programmes which are not found effective and including new programmes as and when it is necessary.

In order to fulfill mandate of National Training Policy, Department of Personnel & Training is sponsoring following domestic and foreign short-term and long-term training programmes to develop a professional, responsive, efficient and impartial civil servant:
â€¢ Mid-Career Training Programme (MCTP) for IAS and Central Secretariat officers.
â€¢ Foreign training programme under Domestic Funding of Foreign Training (DFFT) scheme for Government Officers belonging to IAS, CSS, and State Civil Services and for other group A officers working under the Central Staffing Scheme.

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â€¢ In-Service Training Programme of one-week duration in various ATIs/CTIs/Other Premier Training Institutes for officers of All India Service, Central Secretariat Service and officers working under the Central Staffing Scheme.
â€¢ Advanced Professional Programme in Public Administration (APPPA) for officers of All India Services, Central Services and State Civil Service.
â€¢ Joint Civil Military (JCM) programme on National Security for officers from the Civil Services, Armed Forces and the Para-Military forces.
â€¢ Long-Term Domestic Post Graduate programmes in Public Policy for All India Services, Central Services, State Civil Service, Non- State Civil Service and faculty of State ATIs.
â€¢ Short term training programmes for State Government employees on various thematic areas through State Administrative Training Institutes.
â€¢ Induction Training for Central Government Employees.
â€¢ Induction Training Programme for frontline functionaries of State Governments.
â€¢ Trainers Development Programme on training techniques for development of cadre of trainers.

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